



**Fire Captain Series
PB050
7799 – 1095 – 0PB0511 – Fire Captain
7799 – 1757 – 0PB0512 – Fire Captain (Paramedic)**

Department(s): Department of Forestry and Fire Protection
Opening Date: 3/1/2010
Final Filing Date: 12/31/13
Type of Examination: Departmental Open and Departmental Promotional
Salary: Please see below for salary information
Tenure/Time-base: Permanent Full-time
Limited Term Full-time

EEO

An equal opportunity employer to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation.

DRUG-FREE STATEMENT

It is an objective of the State of California to achieve a drug-free State work place. Any applicant for State employment will be expected to behave in accordance with this objective, because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

WHO SHOULD APPLY?

Open Candidates

Applicants who meet the minimum qualifications as stated on this bulletin may apply for and take this Training and Experience Examination at any time.

Promotional Candidates

Applicants who meet the minimum qualifications must meet one of the following requirements to apply on a **promotional** basis:

1. Applicants must have a permanent civil service appointment with the Department of Forestry and Fire Protection as of their exam date, in order to participate in this examination; or
2. Must be a current or former employee of the Legislature for two or more consecutive years as defined in Government Code Section 18990; or
3. Must be a current or former non-elected exempt employee of the Executive Branch for two or more consecutive years as defined in Government Code Section 18992; or
4. Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code Section 18991.

Once you have taken the examination, you may not retake it for six (6) months.

FILING INSTRUCTIONS

Final Filing Date: Continuous

Where to Apply: Click the link at the bottom of this bulletin.

SPECIAL TESTING ARRANGEMENTS

If you have a disability and need special assistance or special testing arrangements, contact the State Personnel Board, Examinations Unit at (866) 844-8671, TTY (916) 654-6336, or via the California Relay Service for the Deaf or Hard of Hearing at (800) 735-2929 from TTY Phones, or at (800) 735-2922 from voice phones.

SALARY INFORMATION

Fire Captain

Range A: \$3648 - \$4432 (plus planned overtime of \$1750 - \$2120 per month effective 11/1/05 for emergency response assignments)

Range B: \$4004 - \$4865 (plus planned overtime of \$1917 - \$2323 per month effective 11/1/05 for emergency response assignments)

Range A: This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B: This range shall apply to incumbents who are responsible on a regular basis for carrying out a specified work and training program during the workday including: planning and controlling work assignments in the areas of fire suppression, resource management, vocational shop construction and maintenance, and other emergency-related activities, for adult state and county inmates, county and youth authority wards and/or California Conservation Corps crew members in conservation camps, fire centers, or camp/center training facilities; and who possess a California driver's license valid for operation of any bus designed to carry more than 15 passengers, any single vehicle with three or more axles, or any such vehicle towing another vehicle weighing less than 6,000 pounds gross.

Upon movement from Range A to Range B, a permanent or probationary employee shall receive a new rate in Range B that is two steps or 10% above the rate received as Fire Captain, Range A and shall retain his/her salary anniversary date.

Upon movement from Range B to Range A, a permanent or probationary employee shall receive a new rate in Range A that is two steps or 10% below the rate received as Fire Captain, Range B and shall retain his/her salary anniversary date.

Upon movement of a permanent or probationary employee to another classification in State service, the employee's new salary rate will be adjusted from the rate of pay received at the time of the change in classification.

Upon promotion of a permanent or probationary Fire Apparatus Engineer to Fire Captain, Range B, the employee shall receive a minimum increase in pay of three steps (approximately 15%).

Fire Captain (Paramedic)

\$3889 - \$4723 (plus planned overtime of \$1864 - \$2256 per month effective 11/1/05 for emergency response assignments)

ELIGIBLE LIST INFORMATION

Three merged eligible lists will be established by the State Personnel Board for use by the Department of Forestry and Fire Protection: Fire Captain open, Fire Captain promotional, and Fire Captain (Paramedic) promotional. The names of successful competitors will be merged onto the appropriate eligible list(s) in order of final scores, regardless of test date.

Eligibility expires 12 months after it is established. Competitors must then retake the Training and Experience Examination to reestablish eligibility.

Once you have taken the Training and Experience Examination, you may not retake it for six (6) months.

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

NOTE: All applicants must meet the education and/or experience requirements as stated on this examination bulletin as of the date the test is taken.

MINIMUM QUALIFICATIONS

Qualifying experience may be combined on a proportionate basis if the requirements stated include more than one pattern and are distinguished as "Either" I, "Or" II, "Or" III, etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to the examination as meeting 100% of the overall experience requirement.

Fire Captain

Possession of a valid driver license of the appropriate class issued by the Department of Motor Vehicles. (Applicants who do not possess the license will be admitted to the examination but must secure the license prior to appointment.) **and**

EITHER I

Experience: Thirty-six months of full-time experience in the California state service performing the duties of a Fire Apparatus Engineer or Fire Apparatus Engineer (Paramedic) and successful completion of the corresponding California Fire Fighter Joint Apprenticeship Committee Program. (Applicants who are within six months of satisfying the experience requirement will be admitted to the examination but must successfully complete the apprenticeship program before appointment.) **or**

Experience: Thirty-six months of full-time experience in the California state service performing the duties of a Fire Apparatus Engineer with an appointment to the class prior to the initiation of the California Fire Fighter Joint Apprenticeship Committee Program on July 1, 1983. **or**

Experience: Applicants who gained employment with the California Department of Forestry and Fire Protection by Board Resolution may compete if they have thirty-six months of full-time experience as a Fire Apparatus Engineer or Fire Apparatus Engineer (Paramedic) but must successfully complete the apprenticeship program before appointment or receive SubJAC certification of journey level status. [Experience with the California Department of Forestry and Fire Protection may be combined with prior Fire Apparatus Engineer or Fire Apparatus Engineer (Paramedic) experience to meet this requirement.] (Applicants who are within six months of satisfying the experience requirement will be admitted to the examination but must successfully complete the apprenticeship program before appointment or receive SubJAC certification of journey level status.)

OR II

Experience: Forty-eight months of full-time experience in the California state service performing the duties of a Fire Apparatus Engineer or Fire Apparatus Engineer (Paramedic). (Applicants who are within six months of satisfying the experience requirement will be admitted to the examination but must complete the experience requirement prior to appointment.)

OR III

Experience: Twenty-four months of experience as a full-time paid Company Officer leading an engine company (or equivalent) at a level of responsibility equivalent to that of a Fire Captain. (Applicants who are within six months of satisfying the experience requirement will be admitted to the examination but must complete the experience requirement prior to appointment.)

OR IV

Experience: Forty-eight months of experience as a full-time paid employee of a fire department supervising or leading a hand crew, such as an Incident Command System Type I or II Crew, at a level of responsibility equivalent to that of a Fire Captain. (Applicants who are within six months of satisfying the experience requirement will be admitted to the examination but must complete the experience requirement prior to appointment.)

Fire Captain (Paramedic)

License and Education: Possession of a valid driver license of the appropriate class issued by the Department of Motor Vehicles. (Applicants who do not possess this license will be admitted to the examination, but must secure the license prior to appointment.) **and**

Possession of a current Emergency Medical Technician-Paramedic (EMT-P) certificate issued by a California county health officer; or enrollment in an approved paramedic training program within five (5) months of completion. Proof of paramedic certification applicable to the county of employment will be required prior to appointment.

and

Experience: Three years of permanent full-time experience in the California State service performing the duties of a Fire Apparatus Engineer or Fire Apparatus Engineer (Paramedic), and successful completion of the corresponding California Fire Fighter Joint Apprenticeship Committee Program. (Applicants who are within six (6) months of satisfying the experience requirement will be admitted to the examination, but must successfully complete the apprenticeship program before appointment.) **or**

Experience: Three years of permanent full-time experience in the California State service performing the duties of a Fire Apparatus Engineer with an appointment to the class prior to the initiation of the California Fire Fighter Joint Apprenticeship Committee Program on July 1, 1983. **or**

Experience: Applicants who gained employment with the California Department of Forestry and Fire Protection by Board Resolution may compete if they have three years of permanent full-time experience as a Fire Apparatus Engineer or Fire Apparatus Engineer (Paramedic) but must successfully complete the apprenticeship program before appointment or receive SubJAC certification of journey level status. [Experience with the California Department of Forestry and Fire Protection may be combined with prior Fire Apparatus Engineer or Fire Apparatus Engineer (Paramedic) experience to meet this requirement.] (Applicants who are within six months of satisfying the experience requirement will be admitted to the examination but must successfully complete the apprenticeship program before appointment or receive SubJAC certification of journey level status.)

POSITION DESCRIPTION

A **Fire Captain**, under direction, supervises the work of an engine company(s) and hand crew(s), and shares in the management of a fire station including the maintenance of emergency apparatus and equipment; or performs full-time duties in one of the following specialty assignments: (1) peace officer/fire prevention duties within a unit; (2) dispatcher; (3) assistant air attack program coordinator; (4) helitack captain; (5) supervising crews in conservation camps and fire centers, and operates crew carrying vehicles and fire apparatus; (6) instructor at the CAL FIRE Fire Academy and other training assignments; and does other related work.

Individuals assigned to specialist duties may be required to develop additional knowledge and special abilities as appropriate.

A **Fire Captain (Paramedic)**, under direction, supervises the work of an engine company(s) and hand crew(s), and shares in the management of a fire station including the maintenance of emergency apparatus and equipment; or performs paramedic duties and supervises a crew of personnel engaged in emergency medical rescue activities; or serves as a paramedic coordinator in a unit; and does other related work.

EXAMINATION INFORMATION

Online Training and Experience Examination - Weighted 100%

The sole component of the Fire Captain and Fire Captain (Paramedic) series examination is an online

Training and Experience Examination. To obtain a position on the eligible list, a minimum score of 70% must be attained. An applicant will receive his/her score upon completion of the Training and Experience Examination.

To preview the examination questions, [click here](#).

In addition to evaluating the competitor's relative abilities as demonstrated by quality and breadth of experience, emphasis in the Training and Experience Examination will be on measuring competitively, relative to job demands, each competitor's Knowledge and Abilities, as stated on this bulletin.

KNOWLEDGE AND ABILITIES

Fire Captain and Fire Captain (Paramedic)

Knowledge of:

1. Wildland-urban interface strategies and tactics for structure protection.
2. Strategies and tactics (e.g., indirect, direct, combination) used to suppress various types of fires (e.g., vehicle, structure, wildland).
3. Safety precautions and use of personal protective equipment to provide protection from communicable diseases.
4. Fuel, weather, and topography as they relate to wildland fire behavior.
5. Basic Life Support (BLS) airway adjuncts and techniques as used on patients in respiratory distress.
6. Accepted command systems (e.g., Incident Command System, National Incident Management System) for proper incident organization and structure.
7. Principles of effectively directing and training personnel in fire protection, emergencies, and conservation efforts.
8. Proper ladder use in emergency incidents and non-emergency activities.
9. Extinguishing agents (e.g., water, foam, dry chemicals, Halon, gel) and their appropriate use in fire suppression.
10. Radio call plans to effectively utilize communication devices.
11. Hazardous material incident operations to analyze situations and determine the appropriate response (e.g., isolate and deny entry, turn off a valve, dike or dam the flow).

Ability to:

1. Safely coordinate operations on the ground with air resources to maximize effective use of available resources.
2. Recognize the characteristics of extreme fire behavior to ensure firefighter safety.
3. Read and interpret road maps, street signs, reference manuals, training materials, policies, procedures, reports, and correspondence.
4. Prioritize, schedule, and assign employee work assignments in order to accomplish daily duties and activities.
5. Manage emergency incidents in a manner consistent with laws, policies, various agency agreements, and established procedures.
6. Drive and safely operate emergency equipment (e.g., utility vehicles, fire apparatus, crew buses) through adverse conditions (e.g., mountainous/rough terrain, heavy traffic, long drives, poor visibility).
7. Develop and maintain constructive and cooperative working relationships.
8. Create and maintain a healthy work environment that is free of discrimination and harassment.
9. Lead a fire suppression crew during emergency incidents and work projects.
10. Assign, direct, track, and evaluate operational resources and their effectiveness.
11. Prepare clear and concise reports (e.g., fire, monthly budgets, personnel).
12. Locate and determine the origin and cause of fires.
13. Operate hoses and/or fire extinguishers to suppress and extinguish fire.

Additional Knowledge and Abilities for Fire Captain (Paramedic)

Knowledge of:

1. Patient vital signs and assessment to identify patient needs.
2. Patient triage procedures and techniques to ensure appropriate treatment.
3. Pharmacology as appropriate for patient care and scope of practice.
4. Basic human anatomy for medical emergencies.
5. Proper uses and abilities of air-ambulance and rescue helicopters to ensure patient is provided proper transport to appropriate medical facility.
6. Paramedic-level medical intervention to treat patient at the scene of an incident.
7. Decontamination techniques used to decontaminate medical equipment following an incident.
8. Advanced Life Support (ALS) airway adjuncts and techniques as used on patients in respiratory distress.

Ability to:

1. Administer cardiovascular pulmonary resuscitation and/or standard first aid in medical emergencies.
2. Administer the appropriate level of care during medical emergencies.
3. Administer oxygen to ill or injured patients.
4. Operate resuscitator and/or bag valve mask to individuals having difficulty breathing or suffering respiratory arrest.
5. Operate cardiac monitor/defibrillator to assess and treat patients.
6. Check vital signs of patient to determine whether circulation and respiration are functional and adequate.
7. Administer medication appropriately in a given situation.

VETERANS' PREFERENCE POINTS

Veterans' Preference Points will be added to the final score of all competitors who are successful in this examination, and who qualify for, and have requested, these points through the State Personnel Board. Due to changes in the law, effective January 1, 1996, veterans who have achieved permanent civil service status are not eligible to receive Veterans' Preference Points.

CAREER CREDITS

Career Credits will not be added to the final score for this exam, because it does not meet the requirements to qualify for Career Credits.

DISTINGUISHING CHARACTERISTICS

SPECIAL PERSONAL CHARACTERISTICS

Fire Captain

Demonstrated good judgment in emergency situations; willingness to live and work in isolated areas away from population centers and to work on weekends and holidays; willingness to remain on duty 24 hours a day as required; emotional stability; demonstrated leadership ability; high standards of morals and speech; satisfactory record as a law-abiding citizen; sympathetic understanding of inmate rehabilitation programs; visual acuity; color vision; hearing adequate to successfully perform the job; normal use of both hands and both feet; physical strength and agility; and no more than mildly susceptible to poison oak.

Fire Captain (Paramedic)

Demonstrated good judgment in emergency situations; willingness to live and work in isolated areas away from population centers and to work on weekends and holidays; willingness to remain on duty 24 hours a day as required; emotional stability; demonstrated leadership ability; high standards of morals and speech; satisfactory record as a law-abiding citizen; visual acuity; color vision; hearing adequate to successfully perform the job; normal use of both hands and both feet; physical strength and agility; no more than mildly susceptible to poison oak; sensitivity to the needs of injured persons and their families; and patience, tact, alertness, and keenness observation.

ADDITIONAL DESIRABLE QUALIFICATIONS

Education equivalent to completion of the twelfth grade.

CONTACT INFORMATION

If you have any questions concerning this examination bulletin, please contact:

State Personnel Board
801 Capitol Mall
Sacramento, CA 95814
1-866-844-8671

California Relay Service: 1-800-735-2929 (TTY), 1-800-735-2922 (Voice)

TTY is a Telecommunications Device for the Deaf, and is reachable only from phones equipped with a TTY Device.

SPECIAL REQUIREMENTS

Both

Possession of a valid driver license of the appropriate class issued by the Department of Motor Vehicles is a condition of continued employment.

Fire Captain

Certain positions in this classification require peace officer status as a condition of appointment and continued employment. The felony, background, citizenship, age, and education requirements apply only to those positions designated as peace officers within this class.

Felony Disqualification

Existing law provides that persons convicted of a felony are disqualified from employment as peace officers. Such persons are not eligible to compete for, or be appointed to, positions in this class. This felony disqualification applies only to those positions designated as peace officers within this class.

Citizenship Requirement

Pursuant to Government Code Section 1031 (a), in order to be a peace officer, a person must be either a U.S. Citizen or be a permanent resident alien who is eligible for and has applied for U.S. Citizenship. Any permanent resident alien who is employed as a peace officer shall be disqualified from holding that position if his/her application for citizenship is denied.

Fire Captain (Paramedic)

Possession of a valid paramedic license issued by a California Emergency Medical Services Authority applicable to the county of employment is a condition of continued employment.

GENERAL INFORMATION

Applications are available at www.jobs.ca.gov, State Personnel Board offices, and local offices of the Employment Development Department.

If you meet the requirements stated on this examination bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be rated against a predetermined job-related rating, and all candidates who pass will be ranked according to their scores.

The State Personnel Board reserves the right to revise the examination plan to better meet the needs of the service, should the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules, and all competitors will be notified.

Candidates needing special testing arrangements due to a disability must mark the appropriate box on the application and contact the testing department.

Hiring Interview Scope: In a hiring interview, in addition to the scope described in this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight may be given to the breadth and recency of pertinent experience, and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development; and the progress he/she has made in his/her efforts toward self-development. For more information, you may refer to the classification specifications [here](#) and [here](#).

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, the ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history, and fingerprinting may be required.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) service-wide promotional, 5) departmental open, and 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

Promotional Examinations Only: Competition is limited to employees who have a permanent civil service appointment. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board Rules 233, 234, 235, 235.2, and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices or on the State Personnel Board website: <http://www.spb.ca.gov>.

Veterans' Preference Points: California Law (Government Code 18971-18978) allows the granting of Veterans' Preference Points in open entrance and open, non-promotional entrance examinations. Veterans' Preference Points will be added to the final score of all competitors who are successful in these types of examinations, and who qualify for, and have requested by mail, these points. **In open (only)** entrance examinations, Veterans' Preference Points are granted as follows: 10 points for veterans, widows and widowers of veterans, and spouses of 100% disabled veterans (5 points for widows, widowers, and spouses if the veteran was in the National Guard); and 15 points for disabled veterans. **In open, non-promotional** entrance examinations, Veterans' Preference Points are granted as follows: 10 points for veterans, and 15 points for disabled veterans. Employees who have achieved permanent State civil service status are not eligible to receive Veterans' Preference Points. "Permanent State civil service status" means the status of an employee who is lawfully retained in his/her position after completion of the applicable probationary period. This includes permanent intermittent, part-time, and full-time appointments. In addition, individuals who at any time achieved permanent State civil service status and subsequently resigned, or were dismissed from State civil service are not eligible to receive Veterans' Preference Points. Veteran status is verified by the State Personnel Board (SPB). Directions to apply for Veterans' Preference Points are on the Veterans' Preference Application (Std. Form 1093), which is available at www.spb.ca.gov or from the State Personnel Board, 801 Capitol Mall, Sacramento, CA 95814, and the Department of Veterans Affairs.

TAKING THE EXAM

When you click the link below, you will be directed to the Training and Experience Examination. At the end of the Training and Experience Examination, it will be instantly scored.

[Click here to go to the Training and Experience Examination.](#)